

# UC-AFT NEWSLETTER

University Faculty, Librarian and Professional Union  
AFT Local 1474, Berkeley & San Francisco Campuses  
Dec 1994

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## ***WATCH YOUR TIME LIMITS!***

Whether you are covered by a union contract or not, it is very important to contact a union representative shortly after you become aware of a situation that might be covered by a grievance procedure. There are time limits, in some cases as short as 30 days of the date a potentially grievable situation occurs (or the date you knew or should have known about the situation) in which you have to file a written grievance. If you have a meeting or get a letter or phone call about something that adversely affects your employment status, wages, hours or other working conditions, call one of the people listed at the end of this article. While some unfair situations cannot be successfully challenged, it is better to check out your options as fully as possible.

The first step towards resolving any grievance or disagreement is to try to resolve it informally with your department or immediate supervisor. However, you should contact a union representative to make sure that you understand your rights, the grievance procedure and the applicable time limits. Librarians and Academic Senate Faculty should contact Susana Hinojosa at 510-655-7396. Lecturers and other non-Senate academic appointees should contact Mary Ruth Gross at 510-562-4932.

**DON'T JEOPARDIZE YOUR RIGHTS BY  
FAILING TO ASSERT THEM IN TIME!**

## ***UPTE WINS ELECTION AT UC***

University of California technical employees have chosen UPTE-CWA 9119 as their exclusive representative at the University of California. Tech employees had a choice of UPTE-CWA or "no representation" in a secret ballot election conducted by the state Public Employment Relations Board (PERB) between October 17 and November 14.

UPTE's organizing drive at the nine UC campuses, five medical centers, Lawrence Berkeley Lab and the office of the president was the largest undertaken in California this year. UC spent taxpayers' money on a \$1600-a-day anti-union consultant, and management sent letters to technical employees' homes up and down the state, trying to convince them to vote against union representation. The anti-union campaign netted strong letters of protest from US Congress member Ron Dellums and California's Senate President pro tem Bill Lockyer.

Despite these tactics, the majority of techs choose UPTE as their representative, giving UPTE the right to bargain a union contract for these employees. "For the last three years, techs at UC have lived through job cuts, layoff, work speed up, benefits and pay cuts," says UC Berkeley tech Doug Brown. "We know that what we need is a strong union contract that will address these issues. Now, we can begin negotiating that contract, which will protect us from UC's arbitrary treatment."

AFT 1474 offers our congratulations to these new union members. We look forward to working together in the future with UPTE and other UC unions on issues of common interest.

## ***1991 MERIT PAY***

As some of you may have heard, Senate Faculty have received their 1991 merit pay. Your Union has contacted the University's Labor Relations Office in Oakland on behalf of librarians who should receive their lost 1991 merit pay. As usual, the University is not able to give us any specific information about when this money will be forthcoming. The Regents approved a 3% COLA (which will take effect in our February paychecks) instead of 5% so that the extra money would be used to fund those lost merits. The money is there and we are working to get it for you. It may be necessary to file grievances on the issue and we will be in touch if it comes to that. Contact Miki Goral or your local union rep if you have questions.

## ***COLA NEWS***

I received the following letter (dated Nov. 17) from the Labor Relations Office in the Office of the President (of UC, that is):

"...This letter is to advise you that the State has informed the University that there will be no mid-year cut in the State budget. Accordingly, the University will proceed with the 3% general cost-of-living range adjustment for academic employees. The effective date of the increase is proposed to be January 1, 1995.

With a January 1, 1995 effective date, it is anticipated that the cost-of-living increases would first be reflected in February 1995 pay checks."

That is all--no mention in this about the repayment of lost merits. I expect we will hear about that separately. I wanted to get this out to all ASAP.

Miki Goral

## ***LIBRARY GRIEVANCE UPDATE***

On behalf of the librarians in the Research Services & Collection Development (RSCD) unit of the Library, Local 1474 filed a grievance on Sept. 30th. The grievance stated that the assignment of "commitments and obligations" to some librarians interfered with their "discretion" in choice of "other (non-primary) activities" and deprived them of "reasonable flexibility and reasonable discretion" in the use of University time in carrying out the functions expected as "academic appointees". (Article III of the MOU). This grievance will most likely be amended to include additional reassignments that have taken place in RSCD since Sept. 30th. These new assignments also negatively effect librarians in terms of workload, ability to perform at an academic/professional level, and in terms of future advancement.

A meeting was requested to allow for discussion of the many changes taking place within RSCD. A letter written on August 31st to then University Librarian, Dorothy Gregor, stated the concerns and issues:

- 1) Consistent failure on the part of RSCD administration to consult with librarians on their assignments. Some of the changes imposed on librarians unfairly increased workloads and could jeopardize career advancement. In several cases, the changes in assignments could be construed as punitive in nature.
- 2) The process used to inform librarians of the above changes allowed for little comment or disagreement. The meetings with the individual librarians, which took place over a period of several weeks, seemed to vary considerably from one librarian to the next. The entire process was carried out in an arbitrary manner.

Of particular concern were the changes to the USA/Commonwealth selectors group - the group responsible for the purchase of Main/Moffitt English language materials. The number of selectors, already reduced from past reassignments, was now reduced to just three librarians. The



administrative proposal to restructure the USA/Comm. group was rejected by the group and the proposal viewed as unwise and unnecessary. The recommendation of the selectors to not restructure was ignored.

3) In many instances, in a series of individual meetings with members of the department, the Chair made negative or critical comments of other librarian's work or performance. These remarks were not shared with the librarian whose work was being disparaged.

4) Concern with the consistent trend to reduce the level and expertise of the professional staff in support of the Main/Moffitt collections. In addition to the reduction in the English language selectors group, the Government Documents selection group was reduced from six to three as a result of the first VERIP. Responsibility for Moffitt's collections were reduced from seven to two a year ago and now it is the one-quarter time responsibility of a librarian with no previous Moffitt experience.

These changes have not produced any significant gain in efficiency. Rather, these reassignments have significantly reduced the ability of the selectors to maintain meaningful subject expertise, work with their academic constituencies, cope with the workloads and manage the collections.

5) Finally, concern about apparent decisions to significantly reduce or downsize Moffitt reference and collections without allowing for any study or discussion within the Library or on the campus. Administrators have argued that this desk was a luxury and could be eliminated or converted to an Information Desk staffed by library assistants. Our recommendation was that any decisions on Moffitt needed to wait for the new University Librarian and that the substantial changes in Main, relocations of many units, and the subsequent changes in traffic and use patterns needed to be evaluated. We also urged that any change in library services to undergraduates be first discussed and evaluated by an appropriate group of librarians, together with interested faculty, students, and campus administrators.

A meeting on Sept. 30th was called by the campus Labor Relations Office. Our delegation included: Bill Whitson, Andrea Severson, Beth Sibley, Susana Hinojosa and Ed Purcell (UC-AFT statewide Labor Consultant. The Library management group included: Sue Rosenblatt, Jeff Pudewell, Jim Spohrer, Janice Burrows and Joyce Harlan (Campus Labor Relations). The meeting was hostile. There seemed to be no interest in any substantive discussion. Following Ms Harlan's lead, library administration made it very clear that it was their right to make all decisions about Library service and collections and the assignment of duties and responsibilities. It was clear that management felt no obligation to consult with librarians in any way or accord them consideration as academic employees. In one startling comment by the Head of RSCD, it was stated that he did not consult as he considered many of our ideas to be 'inferior'.

Presently, we are engaged in an exchange of memos over whether the Sept. 30th meeting was a Step 1 or Step 2 meeting. In our opinion that meeting met the obligations of a Step 1 meeting (Informal Discussion). A Step 2 (Informal Review) which allows for a review with a designated University official is next. For questions or comments please talk to any of the above mentioned librarians.

### ***PROPI87 RESIST!!!***

For those interested in information about the movement against the recently passed Proposition 187 there is a listserv.

To subscribe send a message to:  
listserv@cmla.berkeley.edu  
In the body of the message type:  
sub 187-L YourFirstName YourLastName

i.e. sub 187-L Jane Smith  
You will be added to the mailing list.

*Officers of AFT Local 1474:*

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